

BIOGRAPHICAL RESUME
ALAN R. KREBS

Occupation: Arbitrator, Mediator and Attorney at Law

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Professional Affiliations:

National Academy of Arbitrators, Regional Chair, 1998-2000;
Washington State Bar Association;
American Arbitration Association.

General Experience:

Administrative Law Judge and Mediator, Washington
State Public Employment Relations Commission, 1977-83;
Trial Attorney and Hearing Officer, National Labor
Relations Board, Region 29, 1975-77;
Assistant Attorney General, State of Washington, 1971-73.

Permanent Panels:

Alaska Airlines and AMFA
Alaska Airlines and Association of Flight Attendants
Alaska Railroad and Alaska Railroad Workers Local 183
American MedTech and UFCW Local 1001
Anchorage School District and Anchorage Education Association
City of Bellevue and IAFF Local 1604
City of Fairbanks and Fairbanks Police Department
City of Petersburg, Alaska/Petersburg Municipal Employees Assn. (APEA/AFT)
City of Seattle and IFPTE Local 17
Clackamas Co. Childrens Comm. and Oregon School Emp. Assn. Ch. 601
Fred Meyer and UFCW Local 1001
Group Health and UFCW Local 1001
Kaiser Permanente and UFCW Local 555
Keiro Nursing Home and UFCW Local 1001
King County Department of Metropolitan Services and ATU Local 758
M.A. Segale, Inc. and Teamsters Local 174
Municipality of Anchorage and Joint Crafts Council
Pierce Transit and ATU Local 758
QFC and UFCW Local 367
Seattle Steel, Inc. and United Steelworkers of America Local 1208
Simpson Timber and IWA Local 3-38
State of Alaska and Alaska Public Employees Association
State of Alaska and the Inlandboatmen's Union of the Pacific
State of Alaska and International Organization of Masters, Mates & Pilots
State of Alaska and State Troopers
Suburban Propane and Teamsters Local 174
University of Washington and SEIU Local 925
U.S. Post Office and APWU (Regular and Expedited Panels)
Weyerhaeuser Co. and IWA Region III

Arbitration Experience Issues:

absenteeism, alcohol and drug abuse, arbitrability, AWOL,
bargaining unit work, bumping and recall, call in pay, callback
pay, COLA, contract terms, contracting out, demotion, discharge,
discipline, discrimination, dress code, grievance mediation,
guaranteed work week, health and welfare, holidays, incentive
rates, insubordination, interest arbitration, job classification,
job evaluation, job posting and bidding, jurisdiction, layoff,
leave of absence, lockout, management rights, overtime, past
practice, pensions, performance appraisals, promotions, rate of
pay, reassignment, red circle rate, safety, schedule of work,
seniority, severance pay, sexual harassment, shift hours, sick
leave, strike, subcontract, training, transfer, trustee deadlocks,
union business, vacations, wages, work assignments, work
performance, work week, working conditions, et. al.

Industries:

airlines, beverage, brass & copper, cement, clerical, communications, construction, dairy, education, food, health care, hotel/restaurant, local government, lumber, manufacturing, maritime, meat packing, metal fabrication, nonferrous metals, petroleum, police and fire, print and publications, public sector, railroads, transportation, trucking, utilities, warehousing, et. al.

Public Sector Agency Rosters:

Federal Mediation and Conciliation Service;
American Arbitration Association-Regular Labor Panel and Specialized Panel to Resolve Recognition and Related Representational Issues;
Oregon Employment Relations Board;
Washington Public Employment Relations Commission;
Idaho Department of Labor and Industrial Relations;
Montana Department of Labor and Industries;
National Mediation Board.

Education:

New York University School of Law, L.L.M. (Labor), 1974;
New York University School of Law, J.D., 1971;
Binghamton University, B.A., 1968

Certification:

Law, Washington 1971

Fees:

Per Diem Fee: \$1100 plus expenses. (See fee schedule.)

Grievance Arbitration: The fee is \$1100 per day for hearing and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.

Cancellation Policy: A one-half-day fee (\$550) will be charged when a hearing is cancelled between 60 calendar days and 31 calendar days of its scheduled commencement. A one-day fee (\$1100) will be charged when a hearing is cancelled within 30 calendar days of its scheduled commencement. The cancellation fee will apply separately for each day which has been reserved for hearing. No postponement fee will be charged if the postponement is requested more than 60 calendar days prior to the scheduled hearing date. If the hearing is postponed within 60 calendar days of the scheduled hearing, then a postponement fee will not be charged if the hearing is rescheduled for a date certain either at the time of the postponement request or within the following two weeks, and the hearing is thereafter held on that date. Postponements not meeting the above criteria will be billed in accordance with the cancellation fee schedule. Cancellation charges of airlines and hotels resulting from hearing days being postponed or cancelled shall be charged as incurred.

Travel Time: The arbitrator charges \$1100 per day for time spent in travel during the normal work day. If only a part of the day is spent in travel, only the percentage of that day so spent will be billed. For example, one-half day spent in travel will be billed at \$550.

\$550 per day for time spent in travel outside the normal work day. If only part of a day is spent in travel, only the percentage of the day so spent will be billed. For example, one-half day spent in travel will be billed at \$275.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate.

Award Citations:

289 AIS 9 (1994); 273 AIS 10 (1992); 272 AIS 12 (1992); 270 AIS 9 (1992);
248 AIS 7 (1990); 339 AAA 9 (1987); 87 LA 534 (1986); ET. AL.